

**COURSE NUMBER:** FHWA-NHI-361019

**COURSE TITLE:** On the Road to Equality: Women in Highway Construction

This course provides State highway agencies (SHAs) and construction contractors with information and tools which will aid them in increasing the employment and retention of women in the skilled trades in the highway construction workforce. A variety of instructional techniques are employed, including lectures, group discussions, case studies, team consensus, and visual aids. Each participant receives a copy of the manual "On the Road to Equality: Women in Highway Construction," which serves as a valuable reference.

The course host agrees to provide 20 to 40 participants, at least one-third of them construction contractors. For the purpose of a short panel presentation on the second day, the host agrees to provide three to four women currently working in the skilled crafts of construction.

**OUTCOMES:**

Upon completion of the course, participants will be able to:

- Describe the past and current status of women in highway construction
- Describe the benefits of having women in highway construction
- Identify and interpret the current and specific laws and regulations that impact women in highway construction
- Identify ways to increase employment opportunities and the strategies necessary to retain women in highway construction
- Identify methods and techniques to prevent sexual harassment in highway construction
- Identify skills training and understand the need for training women in highway construction
- Recognize the importance of contractor equal opportunity compliance reviews and provide strategies to correct identified deficiencies relative to women in construction
- Identify national and local agencies and groups that can assist contractors and women to increase women's involvement in highway construction work

**TARGET AUDIENCE:**

State personnel and highway construction contractors. The State personnel should have responsibility for assuring equal employment opportunity in highway construction. Community-based organizations that provide orientation for women in nontraditional occupations are invited.

**FEE:** \$270 Per Participant

**LENGTH:** 2.0 Days (CEU: 1.2 Units)

**CLASS SIZE:** Minimum: 20; Maximum: 40

**NHI Training Program Manager:** Bill Williams • (703) 235-0539 • [bill.williams@fhwa.dot.gov](mailto:bill.williams@fhwa.dot.gov)

**Technical Information:** Teresa Banks • (404) 562-3592 • [teresa.banks@fhwa.dot.gov](mailto:teresa.banks@fhwa.dot.gov)



For more information about distance learning see page 180.

**COURSE NUMBER:** FHWA-NHI-361020

**COURSE TITLE:** Partnering for Native American Employment in Highway Construction

This course provides State transportation agencies (STAs), highway construction contractors, and tribal representatives with information and tools which will assist them in working together to increase the employment and retention of Native Americans in the highway construction workforce. A variety of instructional techniques are employed, including lectures, group discussion, team consensus, and visual aids. Emphasis is placed on the creation of an "Action Plan" for the host State to increase the employment of Native Americans in highway construction. Participants receive a copy of the "Partnering for Indian Employment in Highway Construction" manual which serves as a valuable reference.

Course sponsors must agree to provide 20 to 30 participants, with a balanced mix of participants from the three groups: State, tribal, and contractor.

The National Highway Institute requires at least three months' advance notice to schedule this course.

**OUTCOMES:**

Upon completion of the course, participants will be able to:

- Outline the benefits associated with the increased employment of Native Americans in Federal-aid highway construction
- Recognize the need for partnering among tribal, State, and Federal governments, and highway construction contractors
- Identify Federal and State laws, regulations, and directives related to Indian employment preference for Federal-aid highway construction on and near reservations
- Explain the purpose and nature of tribal employment laws and requirements
- Recognize the cultural differences among the stakeholders-tribes, Federal/State governments, and highway construction contractors
- Identify potential employment barriers caused by cultural differences among the stakeholders
- Create practical and innovative strategies to increase the employment of Native Americans in highway construction

**TARGET AUDIENCE:**

State transportation agencies, tribal employment representatives, and highway construction contractors. The State personnel should have direct or indirect responsibility for assuring equal employment opportunity in highway construction.

**FEE:** \$270 Per Participant

**LENGTH:** 2.0 Days (CEU: 1.2 Units)

**CLASS SIZE:** Minimum: 20; Maximum: 30

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